



CENTRE
FOR HEALTH AND
POPULATION RESEARCH

Glimpse

Volume 24 Number 3 September 2002 ISSN 0253-7508

Staff Development Programme

Hospital Endowment Fund

Hi and Bye





The Centre was established in 1978 as successor to the Cholera Research Laboratory which was formed in 1960 to study the epidemiology, treatment, and prevention of cholera. The Centre is an independent nonprofit organization for research, education, and training in population and health sciences, and to provide clinical services.

As the leading international health and population research centre located in a developing country, the Centre has several comparative advantages. Its rural and urban hospitals, backed by state-of-the-art laboratories, allow rapid completion of research on diagnostic techniques, and clinical, pharmaceutical, and nutritional interventions. The Centre has rural and urban community-based extension services and 42 years of experience in meticulous record-keeping and data management. Its surveillance systems for clinical, epidemiological, and demographic data yield an incomparable wealth of information and invaluable opportunities for health, population, and family planning studies. Research findings of the Centre provide guidelines for policy makers, implementing agencies, and health and family planning professionals all around the globe.

The Centre's scientific workforce, with required logistics support staff, is organized into several multidisciplinary working groups under specific theme-umbrellas. The current theme-umbrellas are: Child Health, Nutrition, Reproductive Health, Infectious Diseases and Vaccine Sciences, Health and Family Planning Systems, and Population Sciences

The Centre is governed by a distinguished multinational Board of Trustees comprising researchers, educators, public health administrators, and representatives of the Government of Bangladesh. The Board appoints a Director and Associate Directors who head the four scientific divisions: Clinical Sciences, Public Health Sciences, Laboratory Sciences, and Health Systems and Infectious Diseases; and Information Sciences Division.

Glimpse

Editorial Board

Asem Ansari, T Azim, Vanessa Brooks, Judith Bennett Henry, MSI Khan, MA Rahim, B Saha, and Md. Yunus

Editor-in-Chief: Judith Bennett Henry

Managing Editor: M Shamsul Islam Khan

Editor: MA Rahim

Design, Desktop, and Layout: Asem Ansari

Photography: Asem Ansari and Fakrul Alam

Printing and Publication: Asem Ansari and Talut Solaiman

Publisher

ICDDR,B: Centre for Health and Population Research
Mohakhali, Dhaka 1212, Bangladesh
Telephone: (880-2) 8811751-60
Fax: 880-2-882 3116
Email: msik@icddr.org
Website: <http://www.icddr.org>

Printed at : Dina Offset Printing Press, Dhaka 1000, Tel: 7100093

Editor's Note

The ICDDR,B umbrella will soon be seen on the streets of Dhaka during the coming rainy season. This brolly is a new addition to our logo products—ties, caps, mugs—which are currently on sale at the Centre. The proceeds from the sale of these items go directly to the Hospital Endowment Fund for patient care at the Centre's Dhaka and Matlab hospitals. Over 120,000 patients are treated annually for diarrhoea and related illnesses at these hospitals. At a cost of US\$10 per patient, the people of Bangladesh, the babies and children in particular, receive expert care and attention from our highly-trained and dedicated doctors and nurses.

A large majority of our medical professionals gained their training and experience through the Staff Development Programme which gives them the opportunity to pursue further and specialized training in areas which will ultimately contribute to the research work being done at the Centre. Members of staff go far afield to study and broaden their knowledge at established universities and institutions in the USA, Japan, Sweden, the UK, to name a few. Several also take advantage of short courses and training programmes at national institutions and teaching hospitals throughout Bangladesh and in the region.

The Staff Development Programme was established in 1979, one year after the internationalization of ICDDR,B. It was the Centre's mandate to attract and retain young medical professionals in Bangladesh who would become leaders in their chosen fields and so contribute to advancing the quality of research at the Centre. Since that time, 2060 personnel have benefited from the Programme, and as new areas of research open up, more personnel are expected to look toward the Programme for support to strengthen their capacity.

The Centre is committed to the Programme and is proud of the high level of expertise of its staff. Still, so much is to be done, not least a stronger push toward supporting the technical and support staff in raising the level of their skills and experience. These members of the staff work closely with the scientists and

by keeping them abreast of new developments and ever-changing technologies, they too can make a more effective contribution to the Centre's administrative and programmatic development.

Head of the Information Sciences Division Mr Peter Thorpe gives his views in response to questions posed by Glimpse on the Staff Development Programme. Three of the beneficiaries of the Programme tell us about the impact of the Programme on their careers at the Centre.



This issue of Glimpse also highlights the upcoming Art Auction, which will be held in November as a follow-up to the last year's very successful and enthusiastically-received first-of-its-kind auction at the Centre. Head of the Audiovisual Unit and Resident Artist Asem Ansari is again hard at work getting together artwork from established Bangladeshi artists. It is expected that the auction will be even bigger and better than last year's and should start the momentum of excitement and enthusiasm which will culminate with the annual Charity Ball in February 2003. Proceeds from the Ball also go to the Hospital Endowment Fund.

I have given only a bird's eye view at the Centre's commitment—to its patients, its staff, to the Bangladeshi community. This commitment also stretches outside Bangladesh, to communities where our staff can offer their expertise and know-how on disease mitigation and treatment.

I ask you to look at the umbrella on the cover. Just see what a little umbrella can do!

Judith Bennett Henry

ICDDR,B's Staff Development Programme

Although funding and infrastructure are key ingredients for the smooth functioning of an organization, its manpower is the central resource. Human resources play a vital role in the efficient and effective functioning of an organization. As such, the necessity for human resources development in any organization can hardly be over-emphasized, particularly in a research organization like ICDDR,B where scientists and support staff need to keep up with state-of-the-art skills in their respective fields. With this in mind, the Centre included in its mandate a systematic Staff Development Programme. To fulfill this mandate, ICDDR,B formally started its Staff Development Programme in 1979 with the objectives of developing and updating skills, acquisition of new skills, career development, and attracting and retaining bright, young Bangladeshi scientists.

Planning

ICDDR,B's needs for human resources development are determined by its Strategic Plan while also recognizing the excellence of the potential trainee as a determinant for selection. In light of the above, the Centre's Staff Development Programme is itself a joint effort of the Director, Division and Programme Heads, supervisors, the Staff Development Secretariat, and the staff.

The Centre conducts biannual reviews to identify its staff development priorities. At the end of each year, the Director requests input from the heads of all scientific programmes and support services regarding training needs for the following year in their respective areas.

Strategies

When training needs are identified, efforts are first made to arrange the required training at the Centre by holding training courses, seminars, and workshops. To make these more feasible and cost-effective, the Centre explores such programmes at national institutions in Bangladesh.

Although the Centre emphasizes 'in-house' and 'in-country' training, members of the staff are also sent abroad for higher studies or advanced training to acquire specialized skills and expertise.

Criteria for training priority

Members of staff are selected for training based on certain criteria. The Centre's training priority is determined by its current requirement as well as its future research needs. Following this, individuals are considered against each identified priority area for training. Priority is given to acquiring skills and knowledge rather than obtaining degrees.

Staff Development Committee

A committee headed by the Director and comprising Associate Directors, Head, Human Resources, and heads of major projects of the Centre, reviews and finalizes the training proposals.

Evaluation of training proposals

The following criteria are set to review and make decisions on the proposals for inclusion in the Centre's annual training priority list:

- The need for additional knowledge and skills of staff members to implement the Centre's strategic plan, biannual workplans, and research programmes.
- Past and present performance of the individual staff member, level of expertise, and potential for development.
- At least three years' satisfactory service to the Centre.
- In the case of 'project personnel' consideration is also given to whether the project is of sufficient length to enable the Centre to take advantage of the new skills acquired by the trainee.
- Availability of funds.

Support levels for overseas training

Overseas training or study or research proposals are administered at the following three support levels as stipulated in the Centre's Staff Rules:

Support Level I: The training proposals that are of the highest priority for the Centre are

considered at Support Level I. These are intended for the development of skills or achieving specific work targets of the highest priority for the Centre. Under this support level, the concerned personnel must have completed three years of satisfactory service to the Centre. The Centre bears all training expenses and salary during the training or study as per Staff Rules.

Support Level II: The training proposals that are of medium priority for the Centre are considered at Support Level II. Members of the staff who have completed three years of satisfactory service with the Centre are granted special leave. These staff members are entitled to receive only salary and allowances (if any) but not training expenses.

Support Level III: The training proposals that are of low priority for the Centre are considered at Support Level III. This applies to staff members who have not completed three years of service with the Centre. Such staff members are neither entitled to salary and allowances during the special leave nor any expenses for their training.

Those who are granted special leave at Support Level I and II for one month or more, are required to execute bonds to the effect that they must agree to return to the Centre for a certain period of time as specified under the Centre's rules.

Activities

Since inception of the Staff Development Programme, 2,060 persons have received training or attended study programme—397 outside Bangladesh and 1,663 in Bangladesh.

Fifty-two staff members—47 male and 5 female—acquired Doctoral degrees; 90 staff members—62 male and 28 female received Masters degrees in various subjects (Table 1), and 255 staff members attended focused training of short duration or acquired diplomas or certificates. As of 30 September 2002, twenty-eight members of the Centre staff are currently studying abroad (Table 2).

Funding

Despite funding constraints, the Centre has continued to support the Staff Development

Table 1: Distribution by discipline of staff members who completed Masters and PhD degrees from January 1979 to September 2002

Field of study	Masters degree (n=90)	PhD degree (n=52)
Public Health/Community Health	27	6
Immunology/Microbiology/Parasitology	6	11
Molecular Biology	2	1
Demography/Population Studies/Population Dynamics/ Population Planning/Gender Studies	22	13
Genetics	1	0
Health Personnel Education/Primary Healthcare/Health Education/Health Promotion Services/Health Development	12	0
Nutrition	5	6
Gastroenterology	5	6
Economics	1	1
Mother and Child Health	2	0
Epidemiology/Biostatistics	2	2
Reproductive Health/Sexually Transmitted Diseases	3	0
Anthropology	2	1
Clinical Pharmacology	0	1
Medicine	0	2
Sociology	0	1
Geographic Information Systems	0	1

Programme. From 1992 to 2000, the Centre received a grant of US\$75,000 each year from the Swiss Agency for Development and Cooperation (SDC). Added to this, project funds that provided for staff development were also used for training/study of project personnel. In addition, the Centre secured scholarships/fellowships, which often stipulated the field of training and gender of the trainees. Therefore, the Centre often could not match its real staff training needs with the training that was on offer.

Impact of the Programme

An annual meeting of the Staff Development Committee is convened to review the train-

ing proposals and to determine the Centre's staff training needs. The Committee, in the last few years, has reviewed the performance of the Programme in terms of its contribution toward achieving the Centre's goals for human resource development to implement its strategic plan. The Committee found that the Programme, by and large, achieved its goals.

The majority of staff members who were sent for overseas study or training returned to the Centre. The Programme helped the Centre to build a group of Bangladeshi scientists capable of constituting a critical mass of able researchers for the long-term success of the Centre. Career development opportunities

helped the Centre to attract bright young Bangladeshi graduates and to retain them at the Centre. The Programme contributed to the Centre's scientific productivity. New expertise of the Centre's staff helped in improving the clinical services of the Centre's two hospitals and laboratories in Dhaka and Matlab.

The improved knowledge and skills of the ICDDR,B staff have strengthened the Centre's research capability, which in turn, has benefited people all over the world through dissemination of research results and training activities. Members of staff who acquired new knowledge and skills were able to contribute towards strengthening of the Centre's international and national training courses and fellowship programmes. Health professionals from all over the world, particularly from the developing countries, receive training each year at the Centre. The ICDDR,B staff, along with external experts, work as trainers on these courses.

In addition to the annual reviews by the Staff Development Committee, a comprehensive evaluation was performed in 1994 to assess the impact of the Centre's Staff Development Programme during 1991-1993 in terms of: (a) use of the knowledge and skills acquired by the trained personnel, (b) impact of the training on the performance of the individuals, and (c) contribution of the trained personnel to the attainment of the Centre's goals. The evaluation indicated that most members of the staff (90%) sent during the period for training returned to the Centre, and most personnel who participated in the evaluation were found to use the knowledge and skills in their present jobs, contributing towards achieving the Centre's goals. The review observed that a good number of personnel received promotion in recognition of their up-graded skills and better performance.

The evaluation also revealed that since the Programme had limited resources and depended mostly on external fellowships/scholarships, which often dictated the field of training, the Centre could not often match the real staff training needs. Further, the Centre's training needs did not always match career development goals of individuals.

The Programme is a crucial part of the Centre's activities through which members of the staff can realize their goals of career development. However, there is still a lot to be achieved, especially in the area of a consistent staff development programme for

Table 2: Distribution by discipline of staff members who were on overseas study/training till 30 September 2002

Discipline	PhD degree (n=19)	Masters degree (n=7)	Training (n=2)	Total (n=28)
Public Health	1	5	0	6
Microbiology	1	0	0	1
Population Studies/Sociology/ Social Sciences	4	0	0	4
Health Economics	2	0	0	2
Nutrition	3	0	0	3
Reproductive Health/ Women's Study	3	0	0	3
Mathematical Statistics	0	1	0	1
Molecular Parasitology	1	0	0	1
Child Health	1	0	0	1
Maternal and Child Nutrition	2	0	0	2
Anthropology	1	0	0	1
Geo-Informatics	0	1	0	1
Techniques for Analysing arsenic in drinking-water	0	0	1	1
Monitoring and Evaluation	0	0	1	1

the support personnel whose skills need to be upgraded in tandem with those of the scientists they work with.



Mr. Bejoy Ratan Saba, Manager, Staff Development Office, has been responsible for coordination and implementation of the Staff Development Programme

since 1983. He has made significant contribution for strengthening and developing the Programme. His valuable contribution is acknowledged.

Peter Thorpe, Associate Director and Head, Information Sciences Division, on the Staff Development Programme of ICDDR,B

Glimpse: The Centre's Staff Development Programme has been in existence since 1979 and has been responsible for training a large number of staff members. What do you envisage in the next five years for the Programme and the staff?

Peter Thorpe: We will be concentrating on trying to match the training more closely to the needs of the Centre. In the past, there have been times when some of the training has been geared more to the wishes of a particular donor or to the requirements of a particular scholarship programme. By focusing on the needs of the Centre as identified by the senior management, the Staff Develop-



ment Programme will contribute more actively to achieving the aims of the Centre's Strategic Plan. In some cases, this policy may also conflict with an individual's own ideas for personal development. A person's own interests may not always coincide with the interest of the Centre, and in these cases, the Centre's support may not be forthcoming, or may be offered at a lower level.

Glimpse: What programmes are in place to develop the skills and competencies of the non-scientific staff?

Peter Thorpe: The Staff Development Programme applies to all ICDDR,B staff members. The Human Resources Department is at present providing training courses in the application of the commonly-used office software. In addition, there are plans for training in various aspects of management and supervision. It is true that most beneficiaries of the Programme have been drawn from the Centre's scientific staff in the past, but the Programme is open to all. It is a question of supervisors identifying suitable staff and suitable courses. If the subjects proposed match the identified needs of the Centre over the coming years, then the training has a good chance of being supported.

Glimpse: What has been the impact of the Centre's Staff Development Programme?

Peter Thorpe: The Staff Development Programme has provided the opportunity for Centre staff to develop their full potential. In addition, those staff members who have studied overseas have benefited from the exposure to different ways of working and to different cultures, and to contact with some of the leading exponents of their chosen profession. Many of the beneficiaries of the Programme now hold senior positions at the Centre. The Centre prides itself on attracting and retaining bright young graduates. The opportunities provided by the Programme have in many cases persuaded young Bangladeshi graduates to remain in the country rather than move abroad and to contribute their skills to the benefit of the Centre and the local population.

Glimpse: What are the limitations of the Staff Development Programme?

Peter Thorpe: In the first place, there are financial limitations. The Centre provides funding for the Programme from its core budget to the tune of some US\$50,000 per year. In some cases, donor funding, either to specific projects or, as at the moment with the Gates-Bangladesh Fund, from a lump sum fund, may supplement this. However, financial limitations do exist. Equally, there are also limitations on the number of staff that the Centre can afford to miss at any one time. This applies particularly to those people working for higher degrees abroad, who need to be away from the Centre for a whole academic year at a time. Supervisors need to plan the training carefully to ensure that routine work at the Centre can proceed as usual while individual staff members are away.

Three of the beneficiaries of the Centre's Staff Development Programme: Dr Rubhana Raqib; Assistant Scientist, Laboratory Sciences Division; Dr PK Bardhan, Associate Scientist, Clinical Sciences Division; and Dr Aliya Naheed, Research Investigator, Health Systems and Infectious Diseases Division were asked to describe how they and the Centre have benefited from their training and higher education. Their responses follow:

I obtained my PhD degree in 1995 from Karolinska Institute, Sweden. Through my doctoral work I learnt various sophisticated immunological and histological techniques which were later applied in ICDDR,B's work, standardized and established in our laboratory. Since then, these specialized methods have been employed to match the needs of various projects at ICDDR,B. In addition, I was exposed to scientists and researchers of the developed world, wrote scientific papers and proposals. I became aware of the institutional review process and ethical implications in dealing with human subjects. The programme made me use computers extensively for writing, statistical analysis, and graphics. ICDDR,B's Staff Development Programme played a major role by supporting my research activity. I have been able to maintain active collaboration with Karolinska Institute and develop new collaborations with other international institutions to widen my horizon and scope of work to emerge as an independent scientist. At the same time, such sandwich programmes enabled ICDDR,B to maintain a mass of young researchers who will be able to expand ICDDR,B's scope of interest and importance in the research world.

--Dr Rubhana Raqib

As a beneficiary of the Centre's Staff Development Programme, I am currently doing my doctoral work at the University of Basel, Switzerland, on the clinical and molecular epidemiology of *Helicobacter pylori* in Bangladeshi patients. Although *Helicobacter pylori* infection is widespread in tropical developing countries, it is a comparatively new area of research



worldwide. ICDDR,B has undertaken a research programme on *H. pylori* where, I believe, my education and training in this field may be useful. Through this

higher education I have become acquainted with advanced research methodologies and the latest information on health problems caused by *H. pylori* infections. My studies will strengthen my personal knowledge base, and at the same time, will enrich the Centre's work as I will apply this knowledge to the Centre's work. So I can say, the opportunity that the Staff Development Programme of ICDDR,B has given me will be equally beneficial toward my career development and to the Centre's research work

--Dr PK Bardhan

The Staff Development Programme of ICDDR,B created a rare opportunity for me as a Bangladeshi national to obtain an MPH degree in 2002 from the Bloomberg School of Public Health, Johns Hopkins University, Baltimore, Maryland, USA, which is regarded as one of the best public health schools in the world. This not only enriched my career but also introduced me to a bunch of top-class international scientists who have made outstanding contributions in public health research. The financial support from the Staff Development Programme was critical to complete my

education. As a beneficiary of the Programme, I was able to continue with my position in the Centre during my study leave. Moreover, I could apply my knowledge and experience with an increased capacity in a research protocol as the Principal Investigator right after resuming work under the guidance of my mentors at the Centre. I hope my involvement will contribute to the pioneering research work of the Centre in public-health issues in the developing countries, including Bangladesh.

--Dr Aliya Naheed



Hi and Bye



Dr Charles P Larson joined the Centre on 1 May 2002 as Senior Operations Research Scientist in the Family Health Research Project (FHRP) of the Health Systems

and Infectious Diseases Division (HSID). He is also Head of the Centre's Health and Family Planning Systems Programme. He is on a 3-year secondment from McGill University, Canada, where he is an Associate Professor of Pediatrics, Epidemiology and Biostatistics. He was also the Director of Behavioral and Developmental Pediatrics Services. Charles lived for 5 years in Ethiopia, where he contributed to the strengthening of training programmes on community health and worked with junior researchers addressing priority primary healthcare issues. For the last 4 years, he worked in Chelyabinsk, Russia, where he directed a project dealing with population sciences. He received his MD degree in paediatrics and community medicine in 1971 and MSc in epidemiology in 1988 from McGill University. He is a Fellow of the Royal College of Physicians (Canada).

Ms Mary Hadley

joined the Centre on 24 January 2002 as Project Coordinator for the Family Health Research Project (FHRP). Mary received her MPH degree from the London School of Hygiene & Tropical Medicine (LSHTM). She has been living and working in many developing countries since 1980 for a variety of public health programmes (EPI, Essential Drugs, Leprosy Control and TB programmes) and more recently in the area of health policy and human resources in Bangladesh and at the London School of Hygiene & Tropical Medicine. As Project Coordinator, Mary maintains communication between the Centre and USAID's Population, Health and Nutrition Program in Dhaka. She is responsible for the monitoring of ongoing studies under the FHRP and also plays an active role in developing research proposals with scientists at the Centre.



Ms Julia Ackley

joined the Centre as Senior Associate in the External Relations and Institutional Development (ERID) Office. Previously, she worked in



Washington, DC, as Senior Associate for Grants Development in the Center for Development and Population Activities (CEDPA); Program Development Associate in the Population Resource Center; Program Assistant at BAAS and HOWES, Inc., and as an Internee at the National Women's Health Network (NWHN). Julia received her BA in political science majoring in public service and is currently enrolled in the Distance Learning Program of the School of Public Health, University of California-Santa Barbara, for Certificate in Core Public Health Concepts. She has had professional education in 'Fundraising' and 'Proposal Writing Basics' from the Association of Fundraising Professionals, New York, and the Foundation Center, Washington, DC, respectively.

Ms Ann Gauvin Walton

joined as Head of the Human Resource Department on 9 September 2002. Before joining the Centre, Ann was the Community Education Director of the American International School in Dhaka, Bangladesh. She has had wide-ranging experience in human resource management while working as Manager, Human Resource at SHL Systemhouse, Ottawa; Human Resource Officer at TV Ontario; Employment Counselor in Woodgreen Employment Counseling Center, Toronto, Canada; and as Casework Supervisor in the Employment Opportunities Program of the Alberta Social Services and Community Health, Alberta. She also had practical field experience as a Community Worker at the International YMCA in Montreal. Ann received her BA in Applied Social Sciences from Concordia University in 1980 and had professional training in educational computing, desktop



publishing, electronic educational resources, and website development.

*

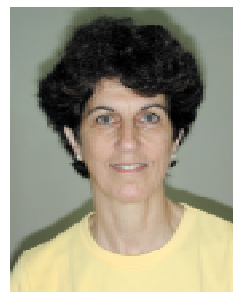
*

*

ICDDR,B launched an initiative to enlist adjunct scientists with the aim of fostering collaboration between their home institutions and the Centre. Dr Yoshifumi Takeda, Dr Frances Aboud, and Dr Abdullah-Hel Baqui joined the Centre as Adjunct Scientists. They will work on an honorary basis during a 3-year tenure:

Dr Yoshifumi Takeda

is a Japanese national and former member of the Centre's Board of Trustees (1994-2000). He is Professor of Microbiology in the Faculty of Human Life Sciences of the Jissen Women's University, Tokyo, Japan. He received his MD degree in 1960 and his D Med Sci degree in 1965 from Osaka University. He did his postdoctoral research work at the Harvard Medical School and the University of Pennsylvania. Dr Takeda held various faculty positions at Osaka University, Harvard Medical School, University of Tokyo, Kyoto University and worked as Director General of the Research Institute, International Medical Center of Japan and of the National Institute of Infectious Diseases, Japan. He was President, Chairperson, and member of a number of professional societies, boards, councils, and editorial boards of many international journals. Dr Takeda received the prestigious Kojima Saburo Memorial Award in 1983, Takeda Medical Award in 1993, and Asakawa Award in 1998 in recognition of his outstanding work in the field of microbiology.



Dr Frances Aboud

is Professor in the Department of Psychology at McGill University, Montreal, Canada. Previously, she lived and worked in Ethiopia with the McGill-Ethiopia Community Health Project and published a number of papers with Ethiopian colleagues on topics, such as mother's home

management of diarrhoea, mental illness, and the link between nutrition and child development. She is the author of a widely-read textbook entitled *Health Psychology in Global Perspective* published in 1998. At ICDDR,B, she hopes to work on research projects concerned with the effects of nutrition and psychosocial stimulation on child development, along with strategies to change health and childcare behaviour. Dr Aboud had her MA in 1970 and PhD in 1973 from McGill University.

Dr Abdullah-Hel Baqui spent most of his career at ICDDR,B, and is now Associate Research Professor of International Health at the Bloomberg School of Public Health of Johns Hopkins University. At ICDDR,B, he worked in various positions in the MCH-FP extension projects



and served as Project Director of the urban component of these projects; as Project Director of the Research Initiative for Safe Motherhood and Child Health (RISC); and as Head of the Centre's Child Health Programme. As an ICDDR,B scientist, he was assigned to work as Adjunct Assistant Professor and Associate Professor in the Department of International Health, School of Hygiene and Public Health, Johns Hopkins University. Dr Baqui received his MBBS degree in 1976 from Dhaka Medical College, MPH degree in 1985 and DrPH degree in 1990 from the School of Hygiene and Public Health, Johns Hopkins University, USA. Dr Baqui has memberships in many prestigious professional societies and editorial boards of international journals.

Promotions

Five national-level employees of ICDDR,B were recently promoted to international level. They are: Dr MA Salam, Acting Associate Director and Head of the Clinical Sciences Division; Dr GH Rabbani, Scientist and Head of the Physiology Laboratory in the Clinical

Sciences Division; Dr Firdausi Qadri, Senior Scientist and Head of the Immunology Laboratory in the Laboratory Sciences Division; Dr. SM Faruque, Head of the Molecular Genetics Laboratory in the Laboratory Sciences Division; and Dr Ishtiaque A Zaman, Head of the External Relations and Institutional Development Office.

Glimpse extends congratulations to them all.

* * *



Ms Diann M Hill, Head, Human Resources, recently left the Centre. She and baby Alexandra will join her husband Jim in Australia where he is pursuing further studies. Glimpse

bids farewell and wishes all success to Diann and her family. ■

Hospital Endowment Fund

Since 1960, ICDDR,B's Dhaka Hospital has provided high-quality healthcare for the people of Bangladesh at little or no cost to patients. Today, the Hospital serves over 260 patients daily, meeting the needs of diarrhoeal patients and providing new services in immunization, pneumonia, etc. While demand for these services is increasing, the Hospital's budget is decreasing. To help finance these life-saving services, the Hospital relies on generous donations from local businesses, staff, alumni, and friends of the Centre. You too can contribute to the Hospital Endowment Fund (HEF) and save lives!



Mouse pad



Car-sticker

Buy art

On 1-5 November 2002, the Centre will hold its annual 'Art for Health' sale at the Centre's Rooftop Pavilion, featuring donated artworks by some of Bangladesh's most famous artists.

Let's dance

Mark your calendar! The ICDDR,B Charity Ball for the HEF will take place on 28 February 2003 at the Dhaka Sheraton Hotel.

Help save lives

At the Centre, a newly-designed blue and white umbrella with the ICDDR,B logo is on sale to raise funds to care for patients suffering from diarrhoea and related diseases. The HEF will raise Tk 150 per umbrella sold to the Centre staff. Community members outside the Centre are to contribute

Tk 300 per umbrella.

Dr Sirajul Islam, Environmental Microbiologist and President of the Centre's Staff Welfare Association (SWA), made the first purchase on behalf of SWA.



This umbrella is manufactured by Atlas Umbrella Factory Ltd. of Dhaka.

Caps, ties, car-stickers, computer mouse pads, and mugs with ICDDR,B logo are also on sale. Proceeds go to the HEF. ■